

Kenneth J. Novack
Biography

Ken Novack retired as Vice Chairman of Time Warner at the end of 2003. He joined America Online as Vice Chairman in 1998, and became Vice Chairman of AOL Time Warner following the merger of AOL and Time Warner in early 2001. As Vice Chairman of AOL, and then AOL Time Warner, Ken served as an advisor to the Chairman and played a lead role in numerous strategic transactions. He was the lead negotiator for AOL in its merger with Time Warner. In addition to his other corporate responsibilities, Ken oversaw AOL's legal department and venture investment group.

Before joining AOL, Ken practiced law at Mintz Levin for 32 years. He served on the firm's Executive Committee from 1972 to 1998, as Managing Partner from 1972 to 1978, and as President and Chief Executive Officer from 1991 to 1994. Ken's practice focused on venture capital, corporate finance and mergers and acquisitions. He was also instrumental in Mintz Levin's pro bono and community service programs, and in focusing the firm's efforts on the problem of domestic violence. Ken currently serves as Senior Counsel to Mintz Levin.

Ken continues to serve as a director of Time Warner, as well as Appleton Partners and Paratek Pharmaceuticals, and as an advisory director of Gordon Brothers Group. His is also an advisor to two private equity firms, General Catalyst and POD Holding. Ken is active as an investor and as an advisor to entrepreneurs.

Ken's community activities are focused principally on his service as Vice Chairman of Boston's Museum of Science, Tufts - New England Medical Center, and Combined Jewish Philanthropies. He is also a trustee of Facing History and Ourselves, and the Novack Family Foundation, and a member of the Board of Overseers of the Anti-Defamation League of New England. Ken is also President of Teen Action Campaign, Inc., a non-profit organization he co-founded, which seeks to alert teenagers to the signs of unhealthy relationship behavior and encourage them to intervene with their peers when they observe such behavior.

Ken lives in Boston with his wife and son. He also has three adult daughters and a granddaughter. Ken is a graduate of Dartmouth College and Harvard Law School.

Edward Dugger III Biography

For 28 years, Mr. Dugger has been a national leader in managing private equity on behalf of institutional investors that have a commitment to profitable, yet socially responsible investments. The venture funds managed by Mr. Dugger have had as their investment emerging and acquired companies operating in such a growth-oriented industries as communications and environmental services. They have also been managed to consciously expand business opportunities for entrepreneurs of color and to promote policies that support the development of inclusive work forces. As a result, Mr. Dugger has contributed to the creation of some of the nation's largest and most successful African American businesses. Furthermore, his perspective on business and its role in society has made him a prominent business and civic leader in his community of Boston and a recognized pioneer in his field across the nation. Complementing his business insights is a broad knowledge of US economic policy stemming from his professional training in public and international affairs and his tenure as a director of the Federal Reserve Bank of Boston.

Born in Dayton, Ohio, Mr. Dugger was educated in the city's public school system where he excelled as both a scholar and athlete. Having been awarded a full athletic scholarship in football to attend Ohio State University, he decided instead to utilize a National Achievement Scholarship won through a national competition to attend Harvard College. While attending Harvard, he prepared for a career as an urban planner and pursue the sport of track and field in which his father, Edward Dugger, Jr. of Tufts University, has set an American record (120 yd./ high hurdles). As one of the Ivy League's top 440-yard hurdlers, Mr. Dugger was selected as a member of the Harvard-Yale team to participate in the bi-annual meet against Oxford-Cambridge in London England. His academic performance culminated with a magna cum laude on his honors thesis.

While pursuing his graduate studies in public and international affairs at Princeton, Mr. Dugger attended a United Nation's sponsored study program on new town development at the University of Manchester in Manchester, England and toured many of Europe's existing new towns. After receiving a joint Masters in Public Administration and Urban Planning degree from Princeton, he began a brief career in urban planning with a private investment management company before beginning his 28-year career in venture capital and private equity investing.

Bio for Denise Gonsalves

Denise received her Bachelors Degree in Social Work from Wheelock College and later went on to receive her Masters Degree in Social Work from Boston University in 1997. While at Boston University, she began working at Dorchester CARES as an intern. After completing her degree, Dorchester CARES hired her on full time to oversee the FirstSTEPS and Healthy Families Home Visiting Programs. Throughout her time there, she was promoted to the Continuum Coordinator where she oversaw the internal operations of the organization and the programs on the "Circle of Caring". In 2003, she left Dorchester CARES to become the first Executive Director of the Cape Verdean Community Task Force. There, she has worked to stabilize the organization, further develop the Board of Directors, increase community participation, and facilitate new collaborations that will support the Cape Verdean Community. In addition, she has facilitated several Nurturing Programs for parents, children and youth and taught a Social Work Field Seminar Class at Wheelock College. Within her work, she has bridged many collaborations, created new programs for youth and adults and organized sections of the community around peace initiatives and civic engagement.

Geri Guardino
Executive Director
First Night Boston, Inc.

Geri Guardino, executive director of First Night, Inc., has been at the forefront of Boston's art and cultural community for over 25 years. Her professional background includes leadership experience for three cultural organizations and active participation in both community and state-wide initiatives.

Before assuming her current position as executive director of First Night, Inc. in 1997, Guardino was executive director of the M. Harriet McCormack Center for the Arts at the Strand Theatre in Dorchester, MA beginning in 1989. She used her professional expertise and community understanding to rejuvenate a 1400 seat theatre bringing the Strand both local and regional recognition.

As executive director of First Night, Guardino led the organization's millennium planning efforts for a major three day celebration in Boston and has greatly strengthened its commitment to communities. For 2000, First Night's Neighborhood Network, a community outreach and education program, was expanded to include more intensive arts education programs that are conducted year-round for nearly 2,000 young people. Since the Summer of 2000, First Night has presented Summer Beat, a series of artists residencies and cultural events in Boston's neighborhood parks and green spaces.

In addition to her professional accomplishments, Guardino has been actively engaged in the civic and cultural life of Boston. A representative sampling of her participation includes her contributions as a board member of Uphams Corner Main Street, a program of the City of Boston and the Historic Preservation Alliance that works to rejuvenate selected business districts in Boston; a member of the Cambridge Commission on the Arts; and vice-president of the state-wide board of directors of MAASH, (Massachusetts Advocates for the Arts, Sciences and Humanities).

Guardino's work and commitment to the arts have garnered the respect and recognition of Boston's cultural community where she has received numerous awards and distinctions including an Elliot Norton Special Honors Award and a Neighborhood Fellow's Award from The Philanthropic Institute in Boston.

Guardino graduated from Boston University with a Bachelor of Arts degree in Art History and holds a Master of Arts degree in Educational Theatre from New York University. She currently is a resident of Cambridge, MA.

José Mateo's
BALLET THEATRE

400 Harvard Street
Harvard Square
Cambridge, MA 02138

José Mateo, Artistic Director

As Artistic Director and Founder of José Mateo's Ballet Theatre, José Mateo has developed one of the most respected dance organizations in New England. Since 1986, the company has consistently received high praise from critics and audiences alike for its performances of Mr. Mateo's new classical ballets. After performing at Boston's Emerson Majestic Theatre for a decade, the company has been based at its Sanctuary Theatre in Harvard Square since 2001. The Cuban-born Mateo holds a BA in Art History from Princeton University where he began his formal training in both ballet and modern techniques. During several years in New York, he studied diverse styles and techniques of ballet, danced with several companies touring the US and Europe, and began to form his new vision of contemporary ballet: A New Classicism. *Dance Magazine* describes Mr. Mateo as a "dancemaker of range, depth, and vision." *The New York Times* says, "Over the last 15 years, fed by the elegant choreography of its artistic director, José Mateo's Ballet Theatre has cultivated a distinctive ballet style, a critically acclaimed repertory of original work, a school and a 20-member company."

Mr. Mateo is a on the Board of Directors of Arts Boston, the Boston Cultural Council, the Cambridge Arts Council, and the Rowell Children's Positive Plan. He was recently featured in *Dance Magazine's* "25 to Watch", an annual listing of cutting edge newsmakers on the national dance scene, and received two awards in choreography at the North American Ballet Awards.

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Magnolia Monroe-Gordon
29 Nonquit Street
Dorchester, MA 02125-2428
W - 617-635 - 8253
H- 617-288 - 4931
e-mail kgordon8@verizon.net

Biography

I am a 20 year resident of the Upham's Corner neighborhood. I am married to Kenneth A. Gordon Jr., and we have raised three children in this community. Our first son, Mario, attended a private High School, Cushing Academy, in Ashburnham, MA. Our last two children graduated from public school, Boston Latin Academy, in 1999. Our son, Kemal Gordon, is a graduate of Emerson College and our daughter, Adero Gordon, is a 2003 graduate of the University of Massachusetts-Boston. She is currently engaged in graduate studies in advertising at the Academy of Arts College in San Francisco, California.

I have worked as an educator in the Boston Public Schools for twenty years, and I have been at the Quincy E. Dickerman School for ten of those years. As a teacher, I have served on numerous committees, facilitated workshops, and helped develop grants for programs and projects. I was nominated and served as a teacher representative on the city wide Task Force for developing school yards. At the Dickerman School, I was the English Language Arts Curriculum Standards Facilitator for about three years, and I am currently a

member of the Instructional Leadership Team .

I have been involved in community activism for the past of ten years as a resident of Nonquit Street . I initiated the development of the Nonquit Street Garden and Wildlife Habitat. The successful development of the Nonquit Street Garden project led to the formation of The Nonquit Street Neighborhood Association and Land Trust, Inc.. As residents of Nonquit Street, our collective vision has culminated in efforts to better Upham's Corner. Our efforts have been evidenced by the creation of a passive neighborhood park at the end of Nonquit Street -The Nonquit Street Green and the subsequent installation of a Dragon For Dorchester.

Klare Shaw - is a Senior Associate at the Barr Foundation. Barr Foundation is a private family foundation created in 1987. She is responsible for a portion of the grantmaking in arts/culture, and in education. The Foundation's mission is to enhance the quality of life in the greater Boston region by supporting the operational, capital, program, and technical assistance needs of nonprofit organizations that serve the region. The primary areas of focus are education and the environment, and to a lesser degree arts and culture. Foundation grants are usually anonymous.

The Foundation supports innovative organizations and networks seeking systemic change; capacity building activities of individual organizations and collaborations; and the work of key institutions engaged in improving their performance. It is also an investor in the region's civic and physical infrastructure and provides nonprofit and community members with opportunities to learn from and with each other and to develop collaborations that link and strengthen their capacities and impacts.

Before joining Barr Foundation, Klare was the Executive Director of The Boston Globe Foundation. During her decade at that foundation she was employed in several positions. Klare helped refine the Globe Foundation's giving focus in the areas of literacy, culture and education. From 1987-1989, she was also in charge of Boston contributions for the Bank of New England, which provided \$2 million in support to local nonprofits. Prior to joining the bank, Shaw was held several positions at the state's arts council. At the time of her departure in 1987 she was head of Community Arts and Education, which awarded \$8 million, at that agency now known as the MA Cultural Council.

Her earlier nonprofit employment history includes stints with Action for Boston Community Development, The Children's Museum/Boston, and The YWCA-Aswalos House. Klare has long been involved with many nonprofit agencies as a volunteer, she currently serves on the steering committees of several funding collaboratives, including: The Human Services Personnel Collaborative - "The Diversity Initiative", The Boston Parent Organizing Network, English for New Bostonians, and the Boston Capacity Tank. Klare also participates on the advisory board of the Topf Center for Dance Education, and TeachBoston. She is on the boards of the League of Women for Community Service, and the Advent School. She also remains an emeritus board member of the Child Care Resource Center. Klare has also been a panelist and site visitor for the National Endowment for the Arts, the MA Cultural Council and the Council on Foundations. Shaw, who attended Tufts University in Medford, MA studied elementary education. She is a native Bostonian, who resides in Dorchester with her husband and two children. Klare is a member of Bethel AME Church of Boston, and is a BPS parent.



Tyra B. Sidberry is an organizational development consultant with nearly sixteen years of experience working with nonprofit organizations. Her background includes a unique combination of corporate and nonprofit sector experience. During sixteen years in educational publishing, she acquired managerial, marketing and organizational structure expertise.

Presently, she manages the Diversity Initiative which is a grant award and technical assistance program supported by a collaboration of Boston-area funders. The goal of the Diversity Initiative is to assist organizations that are working to become more inclusive and reflective of the communities they serve, by creating greater racial, ethnic and cultural diversity within the staff and boards and building infrastructures which promote diversity as an integral component of the organization's strategic vision.

Since 1990, the Diversity Initiative has funded 77 organizations representing a broad spectrum of Boston's nonprofit community. The work of these organizations has been documented by three formal evaluations and a series of publications in an effort to share "lessons learned" by these organizations in their diversity work and to bring greater understanding of the issues, challenges and achievements that are inherent in diversity work.

The Diversity Initiative recently relocated from The Hyams Foundation to Third Sector New England (TSNE). TSNE is a resource center for building knowledge, power and effectiveness by providing education, direct services, partnership programs and management support to other nonprofits. The Diversity Initiative is one of two grant programs at TSNE; the other program is the Capacity Building Fund. TSNE publishes *The Nonprofit Quarterly*.